

April 23, 2008

1007 7th Street  
Suite 200  
Sacramento, CA  
95814-3409

916.446.5297  
916.446.4487 Fax  
www.cbmlaw.com

San Francisco  
Walnut Creek  
Los Angeles

Gary M. Messing  
gmessing@cbmlaw.com

Dave Gilb, Director  
Department of Personnel Administration  
1515 S Street, North Bldg., #400  
Sacramento, CA 95814-7243

**Re: Bargaining Unit 8 – CDF Firefighters  
2008 Sunshine Proposals**

Dear Director Gilb:

CDF Firefighters hereby Sunshines its proposals pursuant to Government Code Section 3523. CDF Firefighters intends to negotiate improvements regarding wages, hours, and other terms and conditions of employment for the successor agreement to the bargaining agreement that expires on June 30, 2008.

**Bargaining Unit Proposals for Bargaining Unit 8  
Include the Following**

**Article 1 – Recognition:** CDF Firefighters intends to propose no change to this Article.

**Article 2 – Representative Rights:** CDF Firefighters intends to propose improvements to this Article including:

2.9.8. Union Leave.

2.9.9. Union Leave.

**Article 3 – CDF Firefighters Organizational Security:** CDF Firefighters intends to propose improvements to this Article, including:

3.2.7. Fair Share.

3.2.11. Fair Share.

**Article 4 – Employer Rights:** CDF Firefighters intends to propose no change to this Article.

**Article 5 – General Provisions:** CDF Firefighters intends to make improvements to this section including:

- 5.3.1.1. Distribution of Pay Warrants.
- 5.4. Pay Warrants and Direct Deposit.
- 5.15. Employee Notification Re Disciplinary Investigations.
- 5. New. Mandatory Reassignments
- 5. New. Firefighter I Returnee Hiring.

**Article 6 – Grievance and Arbitration Procedure:** CDF Firefighters intends to propose improvements to this Article, including:

- 6.4. Waiver of Steps
- 6.5. Presentation.
- 6.15. Immediate Arbitration.

**Article 7 – Complaints-Procedure and Out-of-Class Claims Process.** CDF Firefighters intends to propose no change to this Article.

**Article 8 – Hours of Work and Overtime.** CDF Firefighters intends to make improvements to this Article including:

- 8. New. Academy Workers.
- 8.2. Fire Protection Employees.
- 8.2.2.4. Fire Protection Employees.
- 8.2.2.7. Fire Protection Employees.
- 8.2.4.1. Classification Shift Patterns
- 8.3. Fire Protection Employees Not Covered by Section 8.2.
- 8.7. Changes Between Duty Week Patterns or Shifts.
- 8.8. Hours of Work and Work Hour Changes.
- 8.11. Schedule A Duty Weeks.
- 8.14. Immediate Response Status (IRS).
- 8.22. ECC Sleep Time.
- 8.23. Rotation of Overtime.
- 8. New. Helicopter Right Flights

**Article 9 – Voluntary Transfer and Reassignments.** CDF Firefighters intends to propose improvements to this Article including:

- 9.1. Voluntary Intra-Unit Reassignments.
- 9.2.4. Voluntary In-Class Transfer Policy (Inter-Unit).

**Article 10 – Leaves:** CDF Firefighters intends to propose improvements to this Article including:

- 10.1. Holiday Policy.
- 10.1.6. Holiday Policy.
- 10.8.2. EIDL.
- 10. New. Vacations.

- 10. New. CTB Cash-Out to Heirs.
- 10. New. Vacations on Promotion.

**Article 11 – Leaves:** CDF Firefighters intends to propose improvements to this Article including:

1. CoBEN. 11.1.2.3(c) CoBEN -Retiree Medical for Industrial Disability Retirees.

- 11.12. Safety-Protective Clothing.
- 11.3. NEW. CISD Deemed Teams.
- 11.3. Employee Assistance Program.
- 11.7. Aircraft Insurance.
- 11.10. Physical Fitness.
- 11.14. Showers and Restrooms.
- 11.16. Job Required Medical Examinations.
- 11.24. Hearing Protection.
- 11.25. Exhaust Removal.
- 11. New. Dozer Swamp
- 11. New. Dozer Tender
- 11. New. Engine SafetyPerformance.
- 11. New. Fire Captain B Supervision.
- 11. New. Handy Talkies.
- 11. New. HFEO Supervision.
- 11. New. Staffing Dozers.
- 11. New. Staffing ECC.
- 11. New. Vaccinations for Lyme Disease and Hepatitis A.
- 11. New. Dozer Safety.

**Article 12 – Allowances and Reimbursements.** CDF Firefighters intends to propose improvements to this Article including:

- 12.1.2.1.2 and 12.1.2.1.3. Allowances and Reimbursements.
- 12.2. Meals: Non-Travel Status.
- 12.3. Uniforms.
- 12.4. EMT Training.

**Article 13 – Retirement.** CDF Firefighters intends to propose no change to this Article.

**Article 14 – Committees..** CDF Firefighters intends to propose improvements to this Article including:

Cleaning up language and replacing Women's Advisory Committee with Diversity Committee.

**Article 15 – Career Development and SPB Issues.** CDF Firefighters intends to propose improvements to this Article including:

- 15. New. Training Requirements for all Classes.
- 15. New. Minimum Qualifications for Those Going Into T & D Assignments.

**Article 16 – Agreement and Terms.** Reopen only for the purpose of establishing a new term (Section 16.4).

**Article 17 – Salaries.** . CDF Firefighters intends to propose improvements to this Article including:

- 17.2. Wages.
- 17. New. Air Ops.
- 17. New. Deferred Compensation.
- 17. New. Geographic Differential (high cost areas).
- 17. New. Honor Guard.
- 17.3. Firefighter I Wages.
- 17.4.1. Alternate Range 40.
- 17.7. Fire Captain Out of Range Assignments.
- 17.9 HAZMAT Recruitment and Retention Incentives.
- 17.10. Longevity Pay Differential.
- 17.11. Educational Incentive Pay.
- 17.11.1.3. JAC to Include Firefighter I's.

**Article 18 – Apprenticeship and Training.** CDF Firefighters intends to propose improvements to this Article including:

- 18 New. Peace Officer Training.
- 18 New. Training Firefighter I and Firefighter II.
- 18 New. HFEO Cross-Training.

**Article 19 – Discipline.** Open for clean-up to comport with Supreme Court Decision.

**Appendix A – Section 4.1.1.** . CDF Firefighters intends to propose improvements to this Article including:  
Improvement of Testing Process.

Dave Gilb  
Chief of Labor Relations  
Department of Personnel Administration  
Re: Bargaining Unit 8 – CDF Firefighters  
2008 Sunshine Proposals  
April 23, 2008  
Page 5

**Appendix B and C.** Delete pursuant to Supreme Court Decision.

Sincerely,

CARROLL, BURDICK & McDONOUGH LLP



Gary M. Messing

GMM:jmm

cc: Bob Wolf, President CDF Firefighters  
Ken Hale, Rank-and-File Representative  
Stephen Hartman  
Mary Stock  
Kevin O'Meara  
Paul Van Gerwen  
Gad Amith  
Larry Menth, Assistant Director, Labor Relations  
California Department of Forestry & Fire